

DIVERSITY

AT A GLANCE

McDermott Will & Emery is committed to diversity, inclusion and equality. A culture of inclusion benefits our lawyers and staff, and provides our clients with the varied perspectives and experiences necessary to deliver the excellent legal services they expect. Our commitment to diversity arises from this clear, simple and indisputable principle: diversity is necessary for us to achieve excellence in all aspects of client service.

As a leading international firm that recruits globally, McDermott's diversity necessarily encompasses differences in race, color, ethnicity, religion, gender, age, national origin, ancestry, disability, sexual orientation, gender expression and identity, and marital status. Our diversity initiatives are ultimately directed by the Firm co-chairs and the Management Committee, to whom our three diversity committees report. As a result, McDermott works at the highest level of Firm management to ensure equal access to all client development activities, challenging work assignments and viable advancement options for all lawyers by taking the following actions:

- Supporting inclusion and equality at all management levels
- Providing training, mentoring opportunities, recognition and funding for the development of sustainable and growing practices, as well as professional reputations
- Identifying and addressing possible conscious and unconscious stereotypes and biases
- Using surveys and open discussions to solicit our lawyers' views on our diversity programs and objectives, in an effort to foster and maintain a culture of inclusion and equality
- Communicating that compensation is non-discriminatory
- Implementing reduced-time and flexible schedules to ensure professional development and long-term careers for those lawyers who seek to avail themselves of these alternative work arrangements

Recruitment

McDermott's Recruiting Committee co-chairs, and each U.S. office's hiring partners and their respective committees, are charged with recruiting a diverse group of students and experienced lawyers. The Recruiting Committee co-chairs collaborate with the Firm's three diversity committees to ensure our recruiting efforts reflect our diversity goals. The Firm also awards annual \$15,000 scholarships to two second-year minority law students from ABA-accredited law schools who have received and accepted positions in a McDermott Summer Program.

Retention & Mentoring

We believe that retaining the talented lawyers we recruit is one of the keys to our long-term success as a Firm. The issue of retention is more acute for racial and ethnic minorities; women; and lesbian, gay, bisexual and transgender (LGBT) lawyers. In order to retain more of our lawyers, we continue to expand McDermott University, a professional development program, as well as formal and informal mentoring programs.

Professional Leadership

Two of our partners, Todd Solomon and Joseph Adams, are the co-authors of *Domestic Partner Benefits—An Employer's Guide*, the leading publication in the area of domestic partner benefits. Additionally, our lawyers frequently speak on diversity-related topics at national and local bar association events, conferences and community events. McDermott lawyers have spoken on domestic partner and same-sex married couples' benefits for the Society for Human Resource Management and Loyola University Chicago *Law Journal's* annual conference. We are a lead signatory of the Chicago Bar Association's Alliance for Women's "Call to Action on Women's Leadership in the Legal Profession," and participate in several programs with the National Association of Women Lawyers and the American Bar Association (ABA), including the ABA Women in Law Leadership Academy. The chair of McDermott's LGBT Diversity Committee is a sought-after public speaker and a member and officer of the Lambda Legal Board of Directors. She is also the co-author of the comprehensive guide for legal employers *Attracting, Advancing and Retaining LGBT Lawyers*.

Our Diversity Team

- Gender Diversity Committee
- Lesbian, Gay, Bisexual & Transgender (LGBT) Diversity Committee
- Racial & Ethnic Diversity Committee

Committee Contacts

Firm-Wide Diversity

LGBT Diversity

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Awards & Recognition

- Named Best Place to Work (2007, 2008, 2009 and 2010) for LGBT employees by the Human Rights Campaign (HRC)
- Earned a 100 percent rating on the HRC Corporate Equality Index for four consecutive years (2007, 2008, 2009 and 2010)
- Received the 2009 Safe Haven Award from Immigration Equality for representation of LGBT asylum-seekers
- Chair of the LGBT Diversity Committee recognized as 2009 Diversity “Mover and Shaker” by Minority Corporate Counsel Association
- Ranked as a leading law firm for minority lawyers in the *Minority Law Journal* annual diversity scorecard
- Recognized by the Chicago Bar Association’s Alliance for Women as a leading Chicago law firm for women lawyers

Statistics

- 22 percent of our partners are women.
- 8 percent of our partners are racial and ethnic minorities.
- 2 percent of our lawyers are LGBT self-identified.
- 19 percent of our latest summer associate class were minority law students.
- 56 percent of our latest summer associate class were female law students.
- 46 percent of our associates are women.
- 19 percent of our associates are racial and ethnic minorities.

Our Firm

McDermott Will & Emery is a leading international law firm with a diversified business practice. We represent a wide range of commercial, industrial and financial enterprises, both publicly and privately held. Our clientele include some of the world’s largest corporations, small and medium-sized businesses, and individuals.

Currently numbering 1,000 lawyers, we have offices in Boston, Brussels, Chicago, Düsseldorf, Houston, London, Los Angeles, Miami, Milan, Munich, New York, Orange County, Rome, San Diego, Silicon Valley and Washington, D.C. McDermott Will & Emery has a strategic alliance with MWE China Law Offices (Shanghai).